

### Verint Systems UK Gender Pay Gap Report 2023

At Verint we have strong values that govern our every day working lives and we are proud of the diversity of our workforce.

We treat everyone with dignity, respect, and fairness while eliminating all forms of discrimination.



Integrity



Transparency



Humility



Innovation



Passion

### Gender Pay & Bonus Gap

Difference between men and women	Mean Average	Median Middle
Gender Pay Gap	20.1%	16.7%
Gender Bonus Gap	52.7%	14.4%

At Verint, we value our diverse workforce and strive to ensure that equal pay for equal work is the standard practice. Our sector is still male dominated and we try our best to ensure more women have the opportunities to enter in- to or grow their career in tech. Our environment remains open, inclusive, and flexible, with an emphasis on rewarding talent and not gender.

### What has changed from last year - Gender Pay Gap:

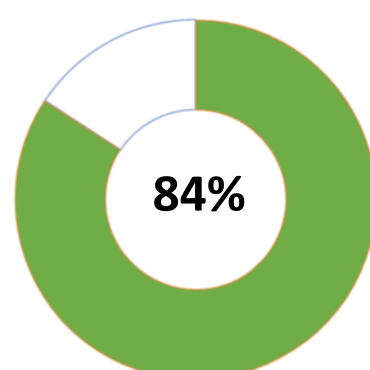
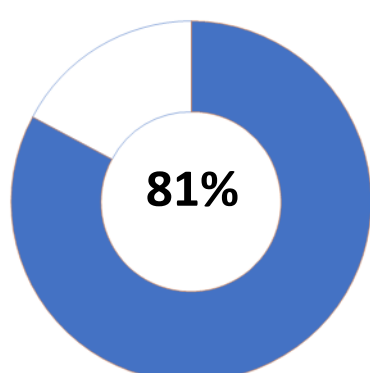
Both our median and mean gender pay gap is continuously narrowing, and has done so by 5.5% overall. This demonstrates Verint's commitment and continued effort towards salary parity across our workforce. We are dedicated to rewarding talent and skills, and not gender. Verint follows an anonymous recruitment process, to ensure unconscious bias is minimised during the hiring process. Similarly, we perform salary reviews based on roles and skills, and not an individual's gender or other personal characteristics.

### What has changed from last year - Bonus Pay Gap:

Our mean bonus pay gap has also continued to decrease by 5% and our median by over 4%, which yet again demonstrates our resolution towards equal pay across genders. The decreasing gap between bonuses paid to men or women, is based on our people's job roles, rather than their gender.

### Proportion of employees receiving a 2021 bonus (%)

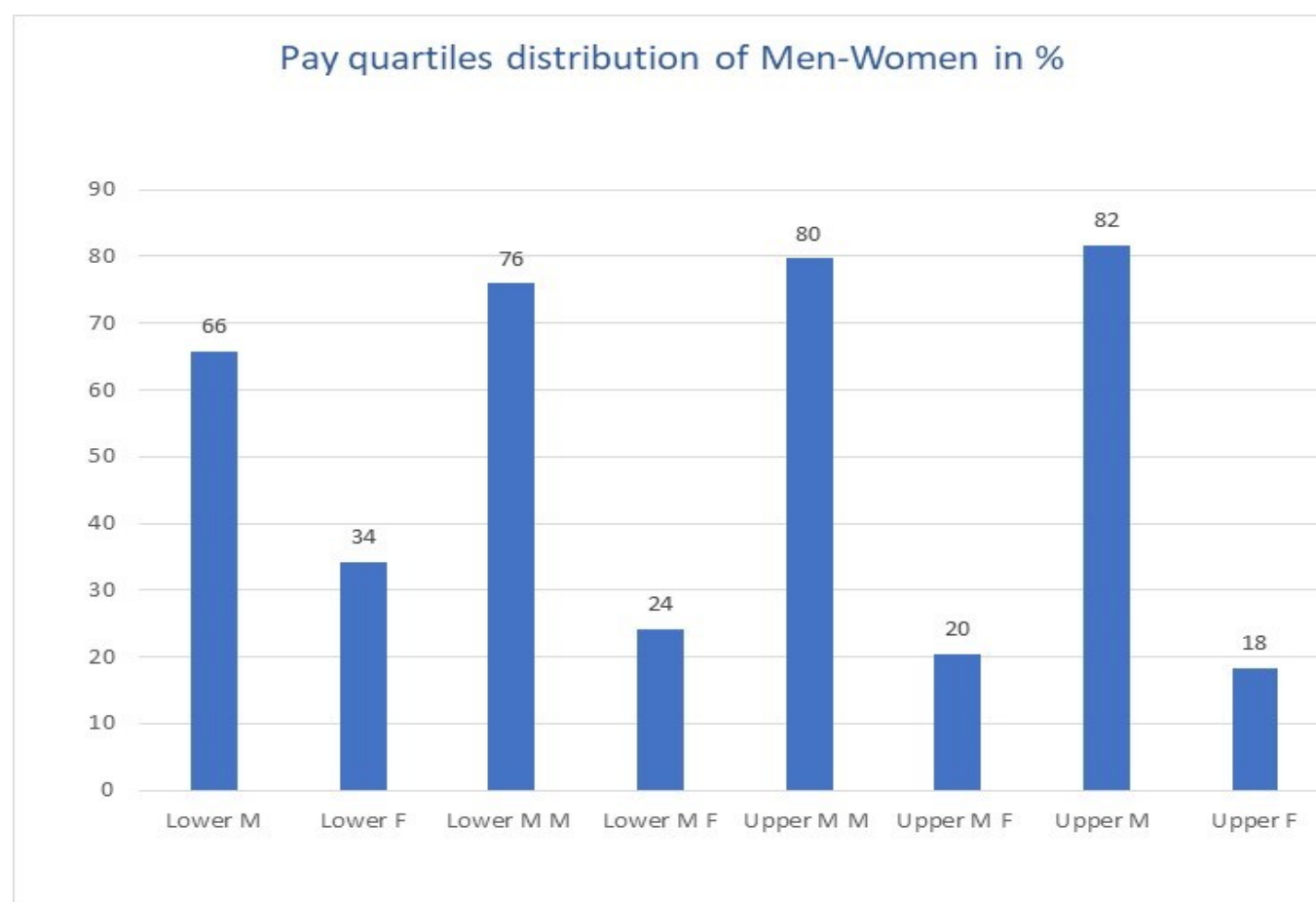
Male employees who received a bonus in 2021



Female employees who received a bonus in 2021

## Pay Quartiles

When looking at our people split in pay quartiles, it is evident that the mean pay gap between men and women increases as we move up the career ladder and the higher paid jobs. However, the median pay gap has decreased amongst the lower, lower median and upper median quartiles, to less than 5 points between the genders. It is important to note that although our business is still male dominated with more than 75% of workforce being men, we are continuing to successfully recruit women. This shows our commitment to equal opportunities and pay for all, regardless of gender.



## Verint action on Equality and Diversity—Verint AdVance

At Verint we are committed to fostering an environment that attracts and retains the best talent, regardless of gender, values, diversity of life experiences and perspectives.

We celebrate and welcome all cultures and backgrounds and we believe that only by coming together, and flourishing in a supportive and collaborative environment, can we achieve continuous innovation and value for all stakeholders and communities.

